

**UVM Staff Council Meeting Minutes**  
**September 3, 2019**  
**12:05-1:30 p.m.**  
**Frank Livak Ballroom, Davis Center**

**Members Present:**

Brendan Andrews, Tatiana Andrievskaya, Kristen Cella, Laura Clayton, Aimee Gale, Katherine Hall, Nick Hall, Nichole Hathaway, Cheryl Herrick, Alex Howe, Mindy Kear, Jay LaShombe, Cindy Lee, Stephanie Loscalzo, Stephen Lunna, Deb McAdoo, Claire McCollough, Jennifer O'Donnell, Michael O'Sullivan, Holly Pedrini, Shirley Pine, Donna Stevens, Becky Swem, Bridget Tully, Lacey Ure, Ken Viglucci, Bethany Wolfe

**Members Absent:**

Heather Allard, Barbara Asimwe, Bob Bolyard, Valerie Carzello, Caleb Gilbert, Miriam Harrison, Katrina Preiss, Jon Reisenweaver, Allison Spain, Amy Vile, Marissa Wells, Erin Wertlieb

**Staff:**

Elisabeth Blair, Alan Shashok

**Guest:**

Lani Ravin

**Call to Order**

President Stephen Lunna called the meeting to order at 12:15.

**Approve Draft Minutes**

August minutes were approved with a fix on page two - change 2018 to 2019 - and page one - change the wording of "gave the council to understand".

**Campus Planning Presentation: Lani Ravin**

Campus Master Planning Services deals with land use planning, including the regulatory process. They also do space management planning, which deals with interior space. There is an annual space inventory and a space database. Additionally they work on City and institutional relations, and finally, real estate management - maintaining leases, deeds, and permits - but this aspect of it is going to move to a different department soon.

The Campus Master Plan is a long-term document that develops and articulates a vision for the transformation of the campus, provides a document to guide and control that vision, and creates a living document which accommodates changing attitudes and the changing nature of campus environments. The Campus Master Plan Committee consists of departments and representative bodies, including Staff Council. It meets three times per year.

The Campus Master plan is 350 pages long and is online. Lisa Kingsbury briefly went over the Site Planning and Design Review Process, the City of Burlington Zoning and Central Campus Institutional Core Campus Overlay, and the Student and Faculty/Staff Housing Master Plan, which received input from many people and groups, and which they work closely with the city on. Centennial Apartments is currently the Faculty/Staff housing. She detailed some of the Priority Open Space Network Projects - such

as the Green Mountain Walkway, the Redstone Walkway, and the University Arboretum/Gateway Sign. They are working with the City to help improve the City's sidewalk clearing in winter (using liquid salt application).

New subsections (as of 2016) of the Campus Master Plan include Archaeology, Historic Preservation, Active Transportation Plan, Stormwater, and Sustainability.

Q: Are there plans for new parking spaces?

A: They are pushed from two directions - first, to enhance the pedestrian experience, and two, to provide parking. They are working with CATMA to increase parking, and are also developing a way to provide resources to people so they don't need to use a single occupancy vehicle to get to work.

Q: Is underground parking a possibility when new buildings are constructed?

A: Underground parking is great for land use but it's very expensive to build, and worse for the environment. Underneath UVM there is a great deal of utilities and pipes. So they are looking for above-ground solutions - surface parking lots and alternatives to driving. The City also disallows new surface parking lots on campus. All they can do right now is replace spots which had been previously taken away, build an above-ground facility, or enhance the resources available to folks who need to drive. Carpooling and biking result in a number of incentives through CATMA - 12 free permits, gift cards, and a free ride home if needed. They are looking to revamp the gift card incentive to increase these resources.

Q: A cultural shift around supervisors and management would also need to take place, so that they are fine with employees taking a bus from Middlebury etc - thus, employees need flexible hours, and also, work-from-home possibilities.

A: This would need to be a UVM-wide initiative that came from senior leadership; this is not part of her department.

Q: Pedestrian bridge over Main St?

A: This idea was dismissed when first introduced. It's an interesting idea but is awaiting a push for funding.

### **Committee Chair Approvals**

These were read aloud and voted on. All were approved as committee chairs.

### **Parliamentarian and Executive Board Members-at-Large**

Parliamentarian: Kristen Cella

Executive Board members-at-large: Brendan Andrews and Aimee Gale

### **New Representatives**

The 5 new representatives were announced.

Donna Stevens - Enrollment Management; Jay LaShombe - Enrollment Management; Katherine Hall - Athletics; Nichole Hathaway - Continuing Education; Claire McCollough - College of Medicine

### **Committee Updates**

PPD - They are going to be narrowing down their areas of interest in the September meeting.

**Social Committee** - The golf outing was successful - there were 10 teams with a total of 38 people, 33 of whom were UVM staff. Addams Family tickets are now being sold. Cooking classes, a family activity night, skate night, athletic tickets, and more are in the works.

**Community Engagement** - In their first meeting, they looked at partnering with the Sustainability Office, and at the issue of food insecurity among staff.

**CBB** - They are meeting next week and will be looking at a long list of important issues, creating a timeline, doing a planning exercise and determining deliverables and what deadlines need to be met.

### **Officers' Update**

Steve Lunna met with Gary Derr and is preparing for a meeting with President Garimella and a meeting with Wanda Heading-Grant. More to follow on those meetings.

He also spoke with Jim Barr about new parking spaces, and learned there will be a temporary space on the east side of Beaumont Ave. Right now there are student cars there but they will be moved to elsewhere in Burlington for long-term parking in the community, and the spaces will be delegated to staff. They will also expand parking there by upwards of 100-150 spots.

### **Nursing Parent Update**

This was voted on and will be brought to the HRDMA meeting. They'll be presenting it to senior leadership in order to have them determine how to pay for it. We will be making the pitch that the overarching University ought to pay for it, or the many interested parties, each pitching in a little.

### **Staff Council Retreat Update**

Provost Prelock will give a presentation, as will the juggler. Additionally, the Staff Council office staff met with Joel Shapiro to devise a training/conversation about change management, and he will be putting together something for that.

### **Other Business**

It was announced that the PDF awards had been given - we were able to offer funds to 7 of the 16 applicants. Applications are open again, so please apply.

The University Benefits Advisory Council met about the retirement fund recordkeepers and are in the processes of selecting funds -- we will be going from 350 to just 30 funds; however, you can go online and expand your account to other funds but there may be fees associated with that. It was made clear to them that transparency, including how and why they are choosing these funds, needs to occur. It will probably be finalized in time for the 2020 open enrollment period. It will most likely be 2 record keepers but this has not been formally decided.

Employee Wellness Fair is this Thursday. We are seeking Lactation Liaisons.  
Staff Appreciation Week is next week, with Social on the Green on Monday.

Introductions were made all around.

### **Adjournment**

The meeting was adjourned at 1:10 pm.